JOB DESCRIPTION

Post title: Teacher

Grade/salary: MPS/UPS

Reports to: Head of Department

Position: Full time/Part time, teaching post

PURPOSE OF THE POST

In addition to the Conditions of Employment laid down in the current DfE School Teachers' Pay and Conditions Document, a Classroom Teacher will be required to carry out the following duties:

Core Purpose:

- To undertake the teaching of designated pupils and associated duties according to the National Curriculum, other statutory curriculum requirements and within the framework of whole school and faculty policies, local agreements and statutory regulations.
- To take an appropriate share of responsibilities attached to teachers generally within school in connection with the teaching and supervision of pupils, the preparation and marking of work, monitoring of pupil progress, departmental and team planning and development and the day to day operation of the school, faculties and teams.
- To assume the role of Form Tutor where required and to operate within the framework provided by the document "Role of the Form Tutor – A Guidance Manual".
- To contribute to pupils' wider development within school.

MAIN DUTIES AND RESPONSIBILITIES

Key Tasks:

- To teach to the highest possible standard in the appropriate curriculum area/s as agreed with the Principal, within the framework of the National Curriculum (where appropriate), department and whole school policies and requirements.
- To ensure that the quality of teaching and learning in lessons is of the highest possible quality.
- To maintain good classroom discipline.
- To ensure high quality classroom management.
- To closely monitor student's progress against predetermined targets according to whole school and faculty policies.
- To keep records of student achievement and progress.

- To set and mark homework/extended learning tasks according to whole school and faculty policy.
- To maintain high expectations of students and ensure that teaching approaches and materials are commensurate with student capability so that the optimum standard of student achievement is reached.
- To participate in faculty/subject planning, development of appropriate syllabuses, resources and schemes of work.
- To share the responsibilities required to enable the faculty/subject to function successfully.
- To attend and contribute to meetings/development time according to the school's meetings/development time- schedule.
- To implement all aspects of the school's, Assessment, Recording and Reporting Policy including completion of Interim Reports, RoA's, other assessment, recording and reporting requirements and attending Progress Evenings to discuss student progress with parents.

Expectations and Values:

The Diverse Academies Learning Partnership is committed to continuous learning and teachers and support staff are expected to engage routinely in continuing professional learning and development. In common with all who work in the school, the post holder will also be expected:

- To act as an ambassador for the school by supporting our values and expectations of learning.
- To be a significant presence and role model for students and staff.
- To follow and enact where necessary all relevant policies, procedures and guidelines including those agreed by DAT (Diverse Academies Trust).
- To contribute to school development through team planning and review meetings
- To work within the framework of national legislation and in accordance with the provision of School Teachers Pay and Conditions and all National Professional Standards, The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of service.

Additional:

- All staff have a responsibility for providing and safeguarding the welfare of children and young person's s/he is responsible for or comes into contact with.
- The contents and allocation of particular responsibilities/duties may be amended after consultation from time to time as part of a broader structural review.
- The post holder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the service.
- DALP (Diverse Academies Learning Partnership) promotes the employment of disabled people and will make any adjustments considered reasonable to the above duties.
- All employment requirements, rights and benefits comply with DAT (Diverse Academies Trust).

PERSON SPECIFICATION

The following qualities are all deemed fundamental to the requirements of the post. The Trust will, therefore, be seeking evidence of these in the selection process, which will include the application, interview(s) and references.

The Trust is seeking to appoint highly skilled, dynamic, flexible and committed staff with the potential to help us realise our vision and strategic objectives. The appointing panel will, therefore, require sufficient evidence of ability and achievement in each of the following areas in order to make an appointment.

Category	Essential	Desirable	Evidence
Qualifications			
Qualified to teach and work in the UK	✓		App Form Interview References
Ability to teach ages 11-16	✓		
Ability to teach Post 16		✓	
Relevant Degree	✓		
Experience, Knowledge & Understanding			
Experience of raising attainment in a differentiated classroom environment	✓		App Form Interview References
Evidence of continually improving the teaching and learning of the subject through schemes of work and extra-curricular activities	✓		
Up to date knowledge in the curriculum area	✓		
Good knowledge of pedagogy	✓		
To be able to use ICT as a vehicle for effective learning and teaching	✓		
Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour	✓		
Personal Qualities			
Passion for the subject	✓		App Form Interview References
High expectations for accountability and consistency	✓		
Resilience, motivation and commitment to driving up standards of achievement	✓		
Motivation to continually improve standards and achieve excellence	✓		
Enthusiastic, confident, positive, self-motivated and determined	✓		
Excellent communication, planning, organisational, listening and time management skills	✓		
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition	✓		
Commitment to regular and on-going professional development and training to establish outstanding classroom practice	✓		
Readiness to reflect and self-evaluate, and the ability to change, develop and improve	✓		
Work well under pressure	✓		
Work effectively alone and as a part of a team	✓		
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	✓		

Develop positive relationships and acts as a role model to staff and students	✓		
High levels of honesty and integrity	✓		
A sense of humour and desire to have fun	✓		
Other			
The post holder will be subject to an enhanced Disclosure & Barring Service check	✓		App Form
The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity	✓		Interview